

Safety and Occupational Health Advisory Council

3rd and 4th Qtr. FY15 and FY15 Roll-up
Prepared by: Installation Safety Office
For: Team WSMR
29 October 2015

**U.S. Army Test and Evaluation
Command**





AGEND A

- Introduction – Director, Installation Safety Office
- Accidents and Incidents – Director, Installation Safety Office
- Traffic Update – Chief of Police, DES
- Occupational Health – Chief OH, MEDCOM
- Industrial Hygiene – Industrial Hygiene MEDCOM
- Workers' Compensation – ICPA Coordinator
- Comments – All





PRESENTATION





VPP Update

G9 and WSMR FD complete OSHA audit for recertification as a VPP STAR Site.

DPW, SVAD, and Site Defense Force continue working towards achieving VPP status.

The Installation Safety Office is now enrolled into the VPP program.

VPP is a Journey.





INTRODUCTION

SOHAC

- Conducted twice per year IAW AR 385-10.
- Chaired by the Commanding General or Designee.
- SOHAC meetings are held when the Commanding General, Garrison Commander, and Test Center Commander are present.
- Attended by Team WSMR:
 - Commanders/Directors
 - Team White Sands Senior Leaders





INTRODUCTION

Senior Leaders will:

- Assure all managers are briefed on accident prevention/safety & occupational health responsibilities and risk management on a yearly basis.
- Assure all managers and supervisors attend or complete online required safety training without Command reminders.
- Attend all SOHAC Meetings and assure all information is disseminated to the lowest level.
- Submit a thoroughly investigated 285 AB Abbreviated Ground Accident Report (AGAR) specifying Root Cause and Corrective Action utilizing the Army's online accident reporting tool "REPORTIT".
- Attend all required Accident Review Boards. All Class A accidents will be chaired by the Senior Mission Commander.





INTRODUCTION

Senior Leaders will: (continued)

- Present a briefing and written summary to GC/TC Command for all Class A, B, and selected Class C accidents.
- Review directorate accident/incident data prior to attending the SOHAC.
- Review the WSMR Safety Action Plan yearly.
- Meet with Safety Coordinator to review accident/incident data, work requests, inspections/corrective actions, safety training, etc.
- Counsel all employees who receive installation traffic violations (reference: WSMR Regulation 190-3) and take the action identified in WSMRR 385-18 when AMV accidents results in citations.





INTRODUCTION

- **Reportable Accidents (reportable to WSMR)**

- All accidents are reportable. This includes minor first aid accidents (no lost time away from work, minor cuts, scrapes, bruises). All accidents involving damage to army property are to be reported.

- **Recordable Accidents (recordable to DA)**

- Accidents involving lost time from work. Reported to higher headquarters. Accidents resulting in \$5,000.00 dollars or more in damage.





ACCIDENTS/INCIDENTS

Accidents/Incidents

3rd and 4th Qtr FY15 and FY15 Roll-up

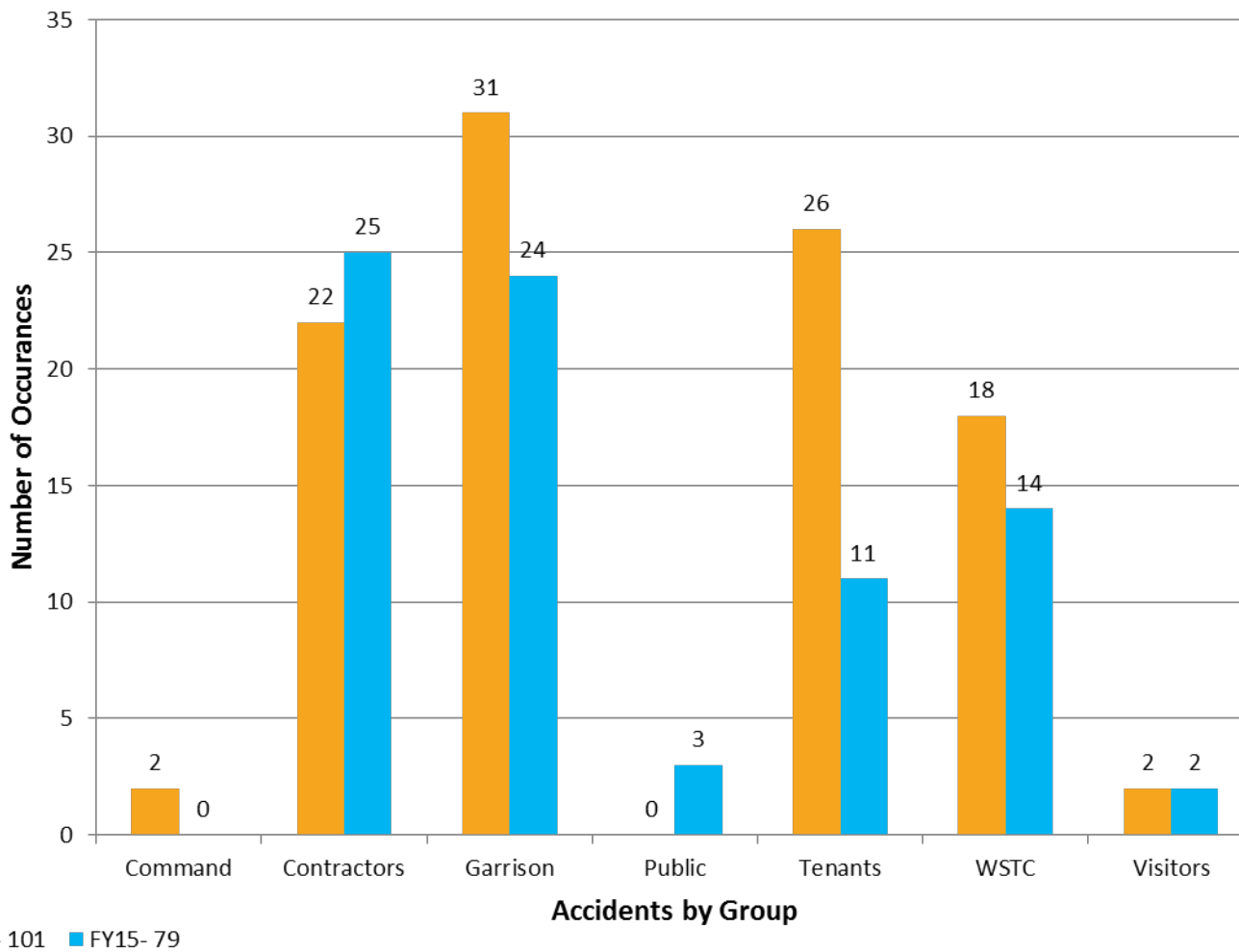
Director, Installation Safety Office





ACCIDENTS/INCIDENTS-Total Accidents

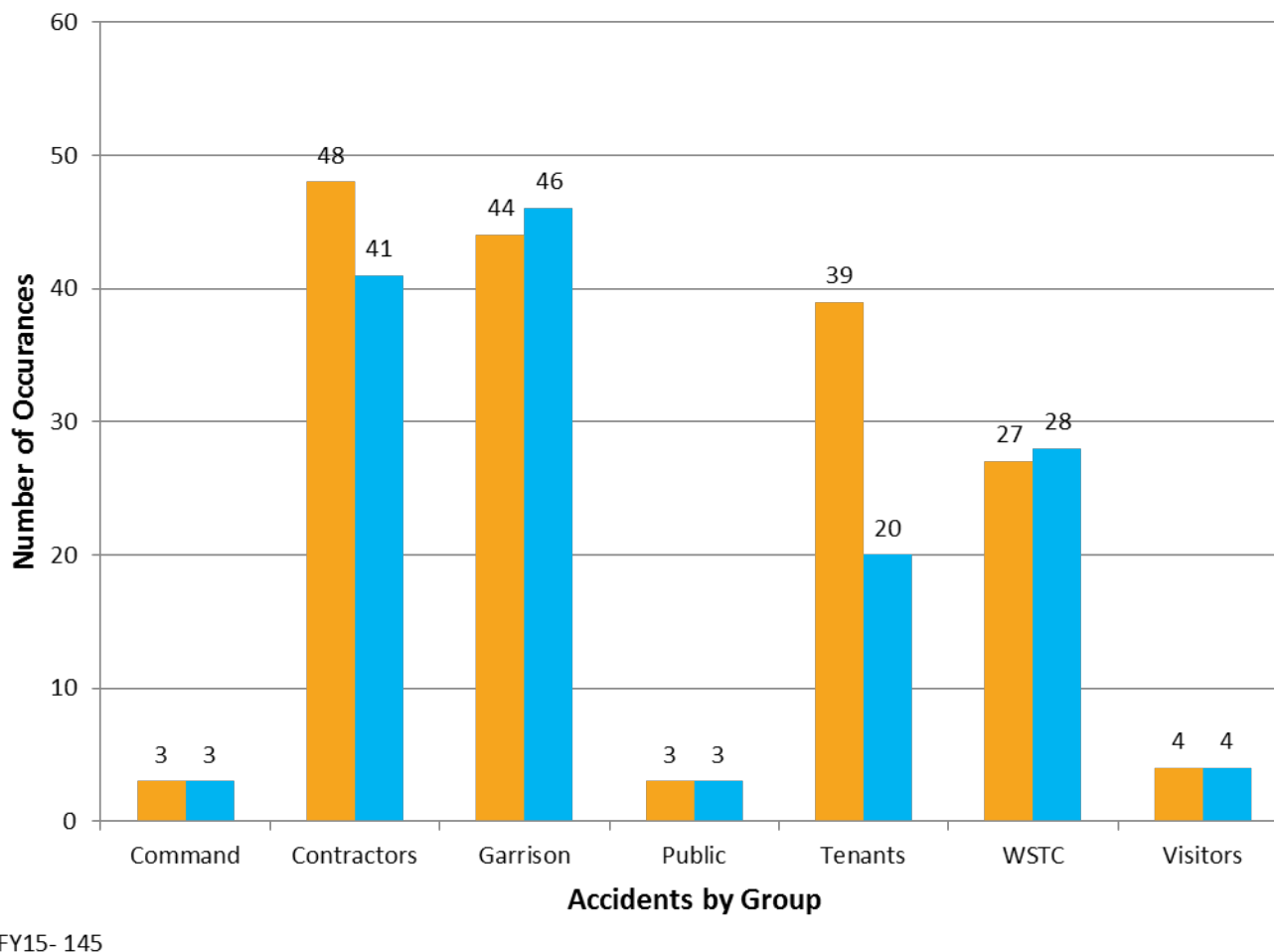
Team WSMR- 3rd and 4th Qtr, FY14 vs. FY15





ACCIDENTS/INCIDENTS-Total Accidents

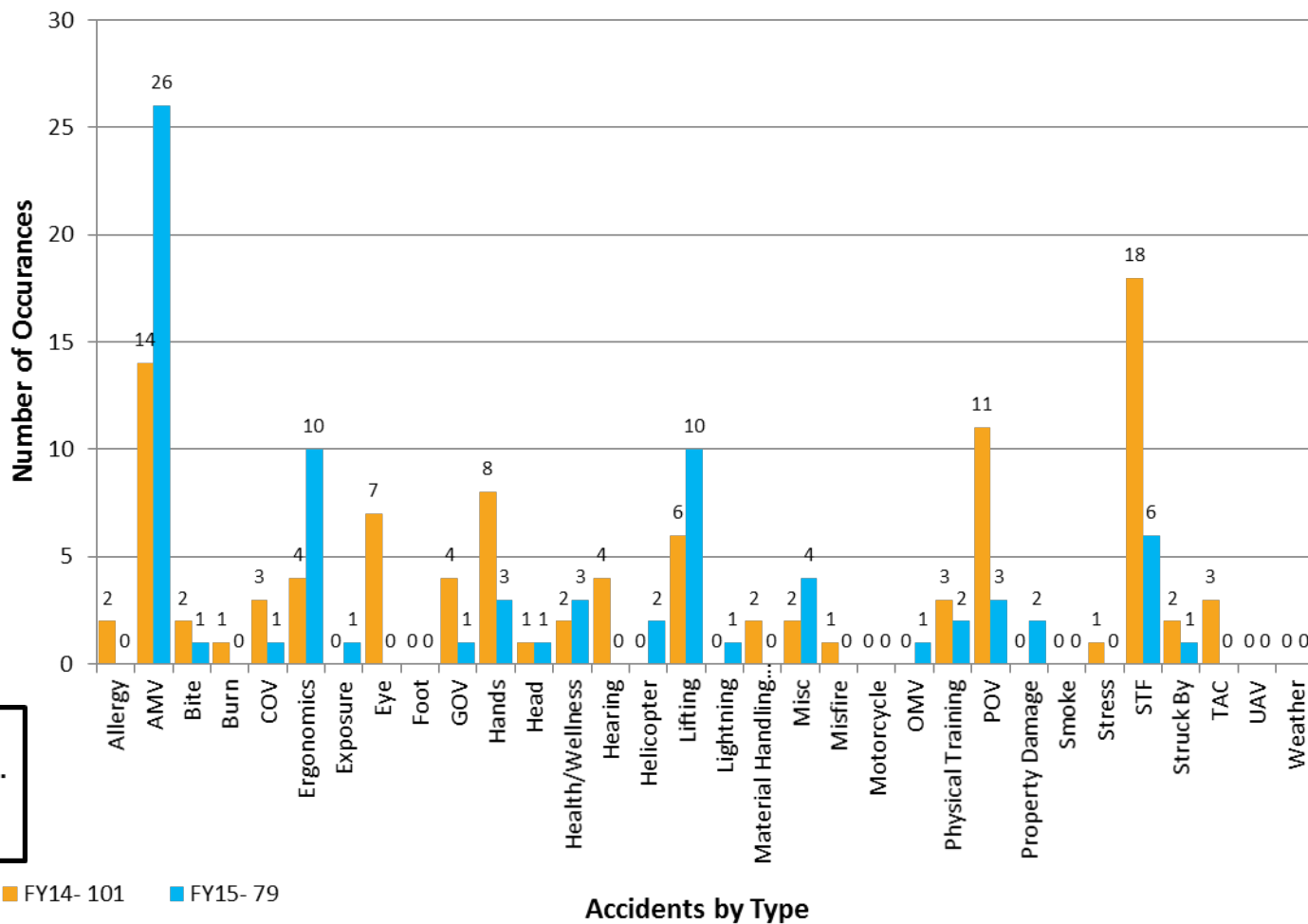
Team WSMR- Roll Up, FY14 vs. FY15





ACCIDENTS/INCIDENTS-By Type

Team WSMR 3rd and 4th Qtr, FY14 vs. FY15



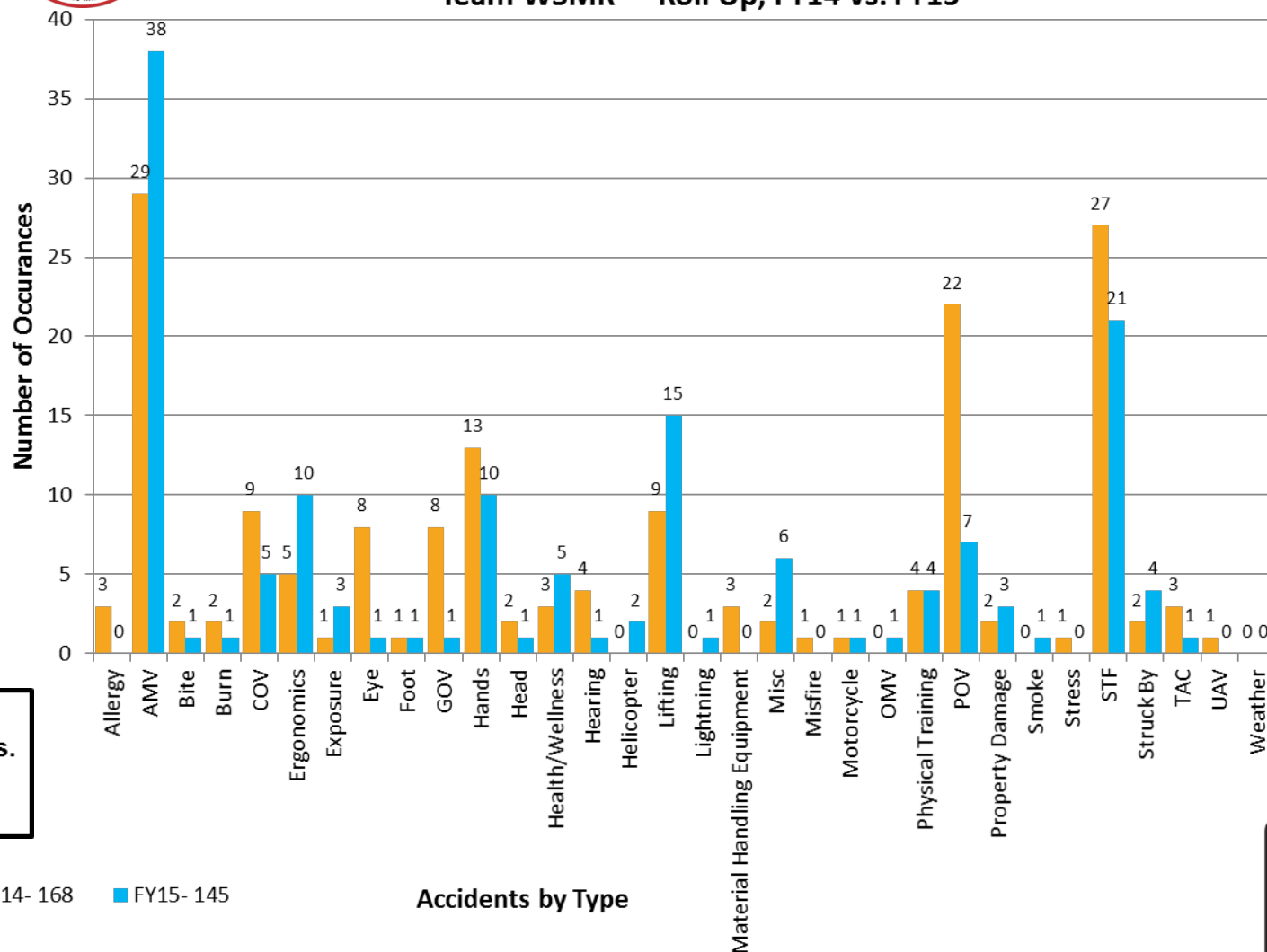
FY15 21% decrease vs. FY14.





ACCIDENTS/INCIDENTS-By Type

Team WSMR - Roll Up, FY14 vs. FY15



FY15 13% decrease vs. FY14.





DA Recordable Accidents-All Groups

Total Recordables	3rd and 4th Qtr. FY14 Total Occurrences	3rd and 4th Qtr. FY15 Total Occurrences	Roll Up FY14 Total Occurrences	Roll Up FY15 Total Occurrences
Command	0	0	0	0
Contractors	0	3	1	4
Garrison	6	1	6	8
WSTC	3	1	5	2
Total	9	5	12	14





ACCIDENTS/INCIDENTS

WSMR Top 4

- **AMV/POV**
- **Ergonomics**
- **Slips, Trips and Falls**
- **Hand injuries**





Total Accidents- AMV Accidents

AMV Root Causes:	FY14, 3rd and 4th Qtr.	FY 15, 3rd and 4th Qtr.	FY14, Roll Up	FY 15, Roll Up
AMV/AMV	1	1	2	1
AMV/Hit and Run	1	2	2	2
AMV/Loss Control		1		1
AMV/Misc		1		1
AMV/Object	6	16	10	25
AMV/Pedestrian				
AMV/POV	3		7	
AMV/Rollover				
AMV/Wildlife	3	5	8	8
Totals	14	26	29	38





ACCIDENTS/INCIDENTS

Prevention Strategies- AMV

- **Train Newcomers on wildlife hazards.**
- **Supervisor counsel employees.**
- **Installation of road warning signs, targeted to high incidence areas. Improve roadways.**
- **Awareness Campaign- Missile Ranger articles, Safety grams, and Accident Alerts.**
- **Focus for Installation Safety Day and other WSMR events.**
- **TC AMV/GOV Policy.**





Slips, Trips, and Falls

Command	3rd and 4th Qtr. FY14 Total Accidents	3rd and 4th Qtr. FY15 Total Accidents	Roll Up. FY14 Total Accidents	Roll Up. FY15 Total Accidents
Command	1		1	1
Contractor		1	5	2
Garrison	5	1	9	7
Public				
Tenants	5	2	6	4
Visitors	3	1		1
WSTC	4	1	6	6
TOTALS	18	6	27	21

	3rd and 4th Qtr. FY14 Total Accidents	3rd and 4th Qtr. FY15 Total Accidents	Roll Up. FY14 Total Accidents	Roll Up. FY15 Total Accidents
Slips	12	4	15	8
Trips	3	1	4	3
Falls	3	1	8	10
TOTALS	18	6	27	21





ACCIDENTS/INCIDENTS

Slip, Trip and Fall (STF) Root Causes:

- **Slips - Slippery conditions**
- **Trips - Uneven surfaces, unnecessary haste, improper maintenance, poor housekeeping**
- **Falls - Improper work technique, faulty equipment**





ACCIDENTS/INCIDENTS

Prevention Strategies- STF

- Ensure housekeeping during facility inspections.
- Ensure housekeeping during new construction.
- Conduct thorough accident investigations.
- Follow up or submit work orders for identified hazards, such as for increasing lighting and repairing uneven walking surfaces.
- Examine contributing factors i.e. footwear.
- Target training of hazard recognition during New Employee Orientation briefing, monthly safety meetings and Safety Stand-downs.
- Awareness Campaign- Missile Ranger articles, Safety Grams, Accident Alerts.





Total Accidents- Hand Injuries

Hand Injuries	Roll Up. FY15 Total Accidents
Garrison	2
Tenants	4
Visitors	
WSTC	5
TOTALS	11

Hands- Pain in left wrist, bruising, light swelling, guard injured hand while pounding on doors in an attempt to clear evacuation area during mission.

Hands- Middle finger avulsion, finger got smashed while placing sideboards into slots on 1 ton truck.

Hands- Partial avulsion of third left finger tip, from slicer while cutting chicken.

Hands- Blisters on hands when exposed to reaction to dust while working on door panel.

Hands- Metacarpal fracture, hand became pinched between sections of panels while removing panels from sides of truck with forklift.

Hands- Laceration finger and nail- while cutting wire with pocket knife, employee accidentally cut finger.

Hands- Swelling above wrist, while attempting to open access panel on launcher, handle swung back and struck employee.

Hands- Fracture finger, employee pinched finger while lifting a manually retractable staircase on instrumentation van.

Hands- Cut on right hand between index finger and thumb, employee received cut while grabbing door handle with a metal filing on handle.

Hands- Contusion on hand, shot with air soft bebe on hand while conducting a training exercise.

Hands- Right hand, middle finger, soft tissue damage, employee injured finger while attempting to open a storage compartment door on an HMMWV.





ACCIDENTS/INCIDENTS

Prevention Strategies-Hand Injuries

- **Increase Situational Awareness- Pay attention to the task.**
- **Choose the proper PPE and always utilize PPE (Gloves).**
- **Ensure proper work technique, proper posture, and organize work area.**
- **Do not remove machine guards.**
- **Tag out or remove damaged tools from work area.**
- **Select ergonomically designed tools.**





New OSHA Reporting Requirements

NEW OSHA REQUIREMENTS January 1, 2015

Effective January 1, 2015
new recordkeeping requirements will
be in effect for all businesses.

8

ALL fatalities
(regardless if they are
work related or not)
must be reported to
OSHA within 8 hours
of occurrence

24

If ANY employee
is hospitalized
(admitted),
OSHA must be notified
within 24 hours

24

ANY amputation
or loss of eye must
also be reported
within 24 hours

Report all accidents as
soon as possible to
Installation Safety Office!





Job Hazard Analysis

- **Conduct Annual review.**
- Team effort (Supervisor and employee)
- All employees must have a JHA.
- Approved by Supervisor
- Final approval by Safety Office
- No standard form but at a minimum should include:
 - Job tasks
 - Potential hazards
 - Preventative Measures
- Don't confuse with Hazard Analysis utilized for SOPs





Hazard Communication Globally Harmonized System



- Conduct annual inventory of hazardous material inventory preferably in the month of January.
- Replace old MSDS format with new SDS format provided by manufactures.

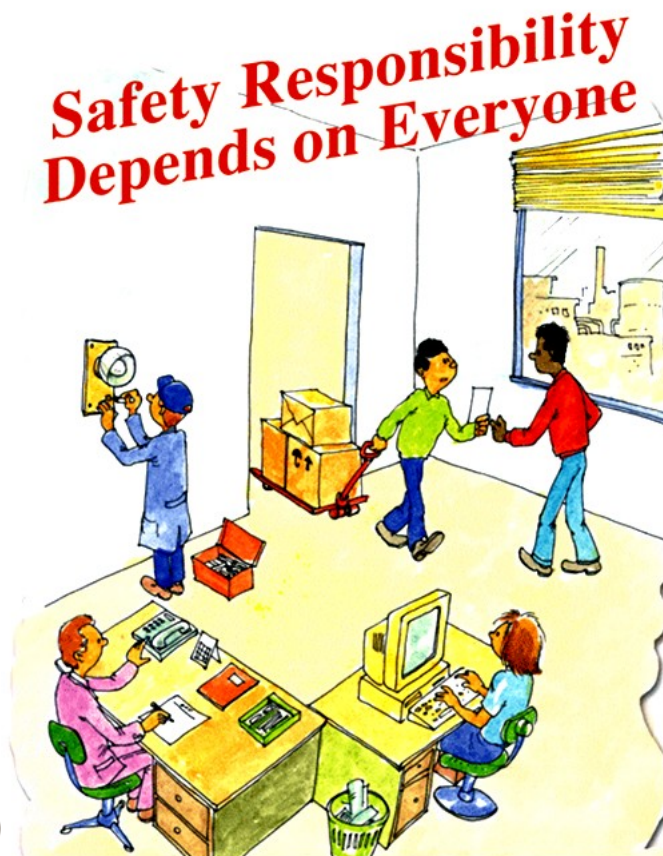




Accident Prevention

To report Hazards or Near Misses:

- Complete DA Form 4755
- Email message to Safety Specialist
- Link on WSMR Website
- ICE Suggestion Program
- Telephone
- Fax
- Log in/Pop up Safety Message (usarmy.wsmr.attec.mbx.safety)





SAFETY TRAINING

- **Training conducted upon request by ISO:**
 - **Accident Prevention**
 - **Advanced, Basic, and Experienced Riders Courses**
 - **Ammo and Weapons Safety**
 - **Composite Risk Management**
 - **Confined Space Training**
 - **Fall Protection**
 - **Hazard Communication**
 - **Job Hazard Analysis**
 - **Lock Out/ Tag Out**
 - **New Comers Safety Orientation**
 - **Radiation Safety**
 - **Range Safety Awareness Briefing**
 - **Respiratory Fit Testing, Cleaning, Storage and Disposal Procedures)**
 - **Slip, Trips and Falls**
 - **UXO Awareness**





WSMR Safety Coordinator Program

References:

- AR 385-10, The Army Safety Program, 27, November 2013
- DA PAM 385-10, The Army Safety Program, 23, May 2008
- ATP 5-19, Risk Management, 14, April 2014
- ATEC Regulation 385-1, ATEC Safety Program, 18, February 2010
- WSMRR 385-18, Command Safety Program, 02, February 2012
- OSHA, 29 CFR 1960.58, Training of Collateral Duty Safety and Health Personnel and Committee Members.
- WSMR Policy Letter, Safety Coordinator Responsibilities, 06 October 2014





Safety Coordinator Responsibilities

- Safety Coordinators assist ISO with safety mission.
- Safety Coordinators maintain communication between employees and management regarding safety issues.
- Safety Coordinators must be GS-11 or above and must complete on-line training (located on Army's Combat Readiness Center website) with in 30 days of appointment.
- Safety Coordinators schedule safety meetings to include mandatory topics.
- Safety Coordinators will assist the ISO with accident investigations.
- Safety Coordinators promote safety.
- Safety Coordinators perform safety inspections and enter inspections into safety database.
- Attend a Safety Coordinator meeting when called by the ISO.
- Attend a Hazardous Analysis Working Group (HAWG)

Don't forget to update your Safety Coordinator Appointment Letters!





Safety Coordinator Support

**wsmr (\\ hal) (Z:)
Safety Coordinator**

- **Appointment Letters**
- **Safety Meeting topics**
- **WSMR Policy letters**
- **Safety Regulations**
- **Other Safety related information**





TRAFFIC UPDATE

Traffic Update FY - 15 Roll-Up

Chief of Police, DES





TRAFFIC STATISTICS

Crash Information

FY-15 3rd and 4th Qtr Crashes:

Type of Crashes	FY-15 3 rd Qtr	FY-15 4 th
GOV to GOV	2	0
GOV to POV	0	0
GOV to Object	9	5
GOV to Animal	2	2
GOV to Pedestrian	0	0
POV to POV	1	0
POV to Object	4	3
POV to Animal	3	6
POV to Pedestrian	0	0
Single Vehicle (POV)	2	0
Single Vehicle (GOV)	2	1
Hit and Run (POV)		
Hit and Run (GOV)	0 2	0 1
Total No. of Crashes	27	18

- 45 crashes recorded for the FY 15 3rd and 4th Quarter, the following statistics are based on reported traffic crashes to the WSMR DES.

- Highest number of crashes involving vehicles to objects is 21, of those 14 were GOV's. The objects were telephone poles, gates, and barriers and occurred in parking lots, work sites, and gate entry points.

- There was 3 hit and run incidents involving GOVs occurred in parking lots.

- 13 collisions involved animals. 8 of these occurred up range, North of US Hwy 70 on isolated roads, and 5 occurred South of Hwy 70 in and around the main cantonment area. 9 collisions involved Oryx, 2 with Rabbits and 2 with a Deer.

- 3rd Qtr reported 2 civilians injuries in separate rollover accidents on Nike and AMRAD roads. Coincidentally they were husband and wife. The husband suffered a broken hip and shoulder.

- 4th Qtr reported 1 Hit and Run on a Government Vehicle parked in Building 100 parking lot.





Traffic Crashes Break Down FY-15

Time:

0000 - 0200 =
1

0200 - 0400 =
1

0400 - 0600 =
2

0600 - 0800 =
20

0800 - 1000 =
13

1000 - 1200 =
11

1200 - 1400 =
12

1400 - 1600 =
7

1600 - 1800 =
7

1800 - 2000 =
5

2000 - 2200 =
1

Day:

Sun =
8

Mon = 16

Tues =
7

Wed = 17

Thurs = **19**

Fri = 10

Sat = 4

Highest per
Thursday.

Total: 81

24% occurred on Thursday. Peak
hours were between 0600-0800.

Age:

15 - 19 =
2

20 - 29 =
11

30 - 39 =
20

40 - 49 =
13

50 - 59 =
17

60 - Over =
10

73 Identified

8 not identified
due being Hit

Thursday Peak
Total: 81

Type of Vehicle Involved:

Non-Tactical Vehicles

Pick-up Truck =
51

SUV =
0

Sedan =
20

Van =
4

Fire Trucks =
2

Semi T/T =
2

Ambulance =
0

Forklift =

Trailers/Generators =
0

Tactical /Military:





Traffic Violations Reported to Directorates

	FY-14		FY-15 Roll Up Totals	
	1408 Issued	CVB Issued	1408 Issued	CVB Issued
Speeding	219	205	116	178
Suspended/Revoked/No License	3	52	4	63
Cell Phone Use	3	0	1	0
No Insurance	0	19	2	15
No Seatbelt/child car seats	1	2	7	3
Failure to Yield/Stop	17	9	22	7
Driving While Intoxicated	0	8	0	3
Careless Driving/Inattentive Driving	25	5	36	11
Other Non moving/moving violations, such as open containers, head/tail & license plate lights, veh/reg	83	36	28	31

Note: NIE Cited, Military: 00 and Civilians: 11 on DD 1408. All of the citations were for speeding.

**Total =
351
Grand
Total =**

**Total =
336 687**

**Total = 216
Grand Total =
527**

**Total =
311**





TRAFFIC STATISTICS

Crash Information

FY-15 CRASHES:

Type of Crashes	FY-14	FY-15
GOV to GOV	7	4
GOV to POV	10	0
GOV to Object	21	22
GOV to Animal	8	8
GOV to Pedestrian	0	0
POV to POV	14	5
POV to Object	10	14
POV to Animal	14	11
POV to Pedestrian	0	0
Single Vehicle (POV/)	7	5
Single Vehicle (GOV)	5	4
Hit and Run (POV)		
Hit and Run (GOV)	4 2	4 4
Total No. of Crashes	102	81

- 36 of the 81 crashes (45%) involved vehicle to objects (telephone poles, automated gates, and concrete barriers), and occurred in parking lots, work sites, and gate entry points.
- 9 crashes (11%), involved vehicle to vehicle. These 9 crashes occurred in parking lots and on the roadways both up range and on the main cantonment area.
- 19 crashes (23%), involved animals. 12 of these occurred up range, North of US Hwy 70 on isolated roads, and 6 occurred South of Hwy 70 on Owen, Nike roads, on and War Road area. 13 of these crashes involved Oryx, 4-Deer and 2 Rabbit.
- 8 crashes (10%), involved Hit & Runs, 4 to Govs, all occurring in parking lots and 2 POVs in housing area and 2 in parking lots. There were also 4 single vehicle accident all occurring up range.
- 3 Rollovers (4%), 1 involved a GOV up range and 2 were POVs down range on or near the Nike road area. Contributing factors for the rollovers were excessive speed and inattentive driving.
- 7 injury accidents in FY-15 (9%), 1 individual was transported to the hospital by helicopter, 4 by ambulance, 1 refused treatment and 1 drove himself to the hospital. Out of the 7: 6 were treated and released and 1 had an extended stay for a broken hip and shoulder.
- The FY-15 total reflects a decrease in accidents over the FY14 total.





Law Enforcement Operations

Continue traffic enforcement in and around the housing area, school, Stallion Range Center, Range Road 7, War and Owen Road, Nike Avenue, Headquarters Avenue.

Continue speed enforcement in problematic traffic areas. Assign officers as available to other locations identified as required .





Occupational Health

**Chief, Occupational Health
McAfee US Army Health and
Dental Clinic**





Occupational Health Services OH MUSAHC

Surveillance for possible exposure

Certification evaluations

Pre/Post employment physical

Treatment for on the job injury

Accommodation evaluation

Worksite evaluation

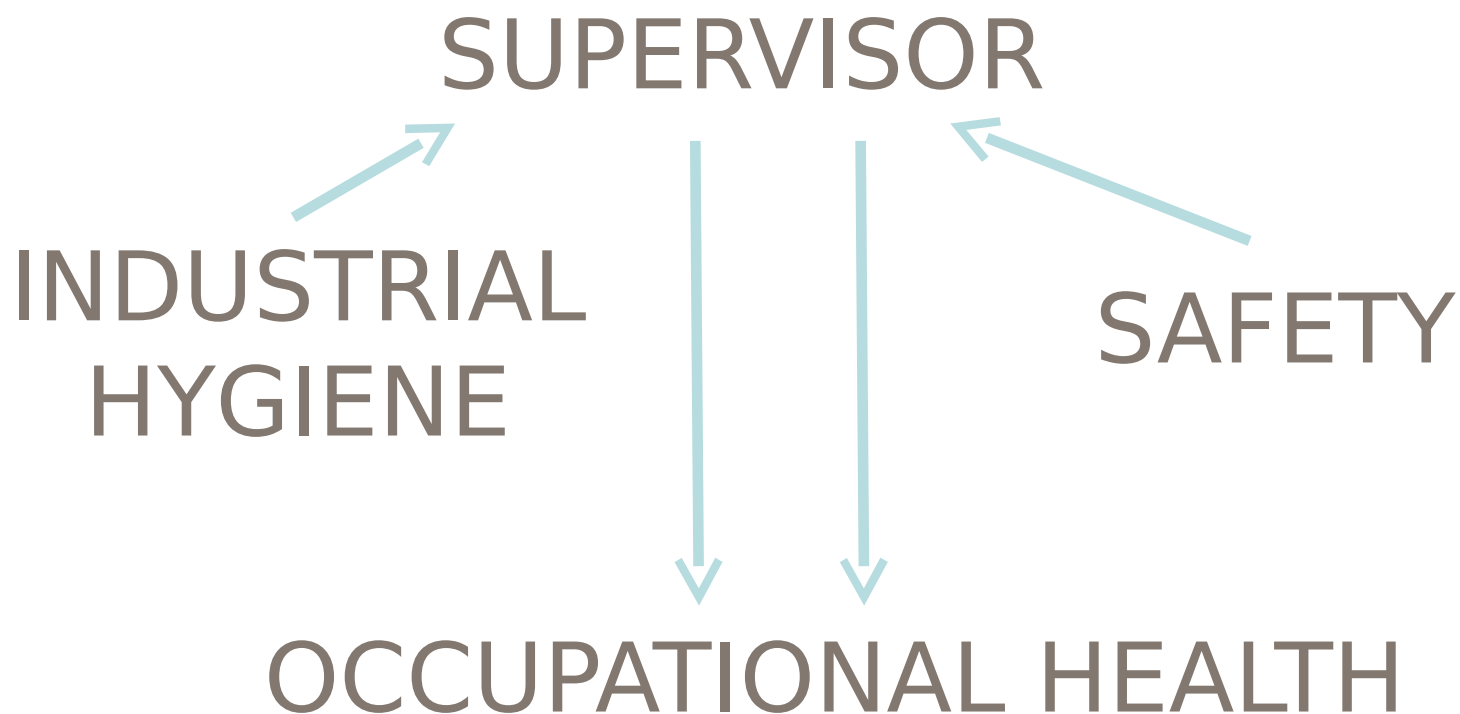
Deployment/OCONUS PCS Exam

Health promotion





OSH Team





BLUF - OH WSMR

- Total number in surveillance/certification
 - 546
- Total number of exams past due
 - 41 (6%)
- Total number of exams completed
 - 513 (94%)
- Total number of potential adverse health effects





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
Tenant Organizations Overall	143/149 96%
Naval Surface Warfare Center	32/36 89%
McAfee Health Clinic	37/37 100%
Logistics Readiness Center (LRC)	37/38 97%
Center for Countermeasures (CCM)	21/22 95%

≥90%

71-
89%

≤70%





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
Tenant Organizations Continued	
Test Measurement Diagnostic Equipment Laboratory (TMDE)	3/3 100%
Army Research Laboratory (ARL)	13/13 100%

≥90%

71-
89%

≤70%





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
ATEC Command Organizations Overall	122/137 89%
Material Test Directorate (MTD)	35/36 97%
Survivability and Vulnerability (SVAD)	50/62 81%
Army Air	7/8 88%
Range Operation (RO)	36/37 97%

≥90%

71-
89%

≤70%





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
Garrison Organizations Overall	252/255 99%
Family and Morale Welfare Recreation (F&MWR)	59/59 100%
Directorate of Public Works (DPW)	80/82 98%

≥90%

71-89%

≤70%





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
Garrison Organizations Continued	
Directorate of Emergency Services (DES) Fire Department	64/64 100%
(DES) Police Officers & Guards	51/51 100%

≥90%

71-89%

≤70%





WSMR Medical Surveillance

Overall Medical Surveillance Status	Exam Past Due
NPRP (FBR Guards, DIS, Dispatchers)	
NPRP Total	76/76 100%
Overall	
ATEC (FBR Guards)	54/54 100%
ATEC (Health Physicists)	4/4 100%
SVAD	5/5 100%
DES	8/8 100%
IMD	5/5

≥90%

71-
89%

≤70%





Occupational Safety and Health is a Team Effort; We Succeed or Fail Together Questions?





Industrial Hygiene

Industrial Hygiene McAfee Clinic





Industrial Hygiene

- Science and art devoted to the anticipation, recognition, evaluation and control of those environmental factors or stresses arising in or from the workplace that may cause sickness, impaired health and well-being, or significant discomfort among workers or among the citizens of the community.
- Exposure areas: Chemical, Physical, Biological and Ergonomic





Chemical exposures

- Gases, liquids, mists, dusts, fumes and vapors that cause problems by inhalation, absorption or ingestion.





Physical (energy) exposures

- Noise, temperature extremes, ionizing radiation, nonionizing radiation and pressure extremes

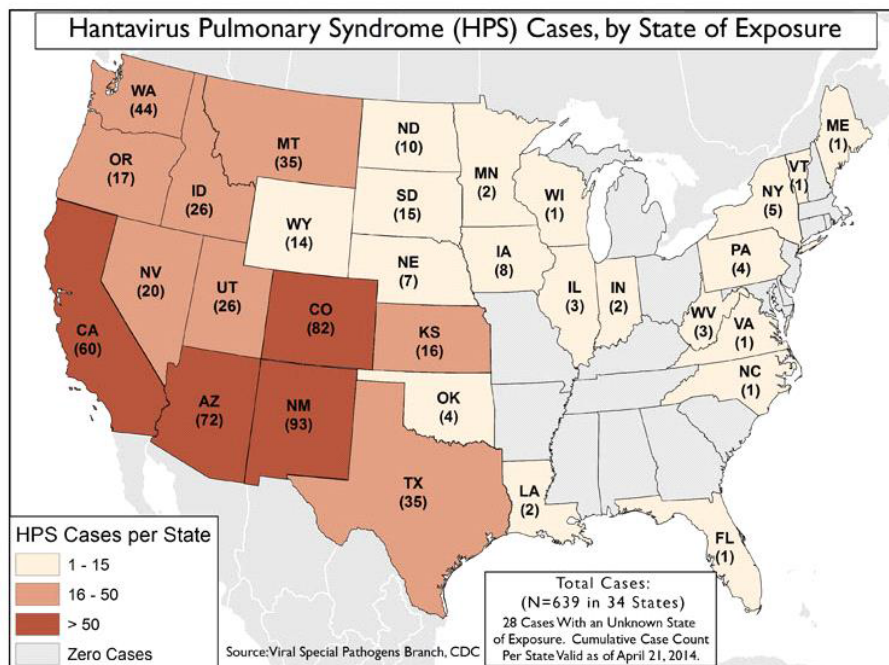




Biological exposures

- Infectious microorganisms, biological allergens, and toxins

U.S. HPS Cases, by State of Exposure





Ergonomic exposures

- Design mis-matches of people and their work considering workstations, tools, work procedures, manual moving of equipment, excess reach distances, or general work environment (light, noise, etc.)





WSMR Ergonomics Committee

- **Meeting regularly- more organization representatives needed ... highlights from out 10/7 meeting follow ...**
- Our next meeting will be around some targeted training.
- The last group of accidents suggested that getting help was a factor. Please encourage this.
- Considering a pilot exercise program.
- Some ideas for five minute “sales” meeting with management being developed.





Workers' Compensation

3rd and 4th Qtr. FY15 and FY 15 Roll-up

Injury Compensation
Specialist





BREAKOUT BY COMMAND

3rd & 4th Qtr.

FY 14 vs. FY 15

Injuries Reported FY 14: **33**

Garrison	ATEC	Tenants
14	7	12
DES	CG 1	CCM
DES-F 6	IM 1	CPAC
DES-L 5	MT	McAfee 1
DPW 2	RO 3	MICC 1
EEO	SE	TMDE
GRM	SV 1	TRAC
HR 1	SO	LRC 10
MWR	RM	
PAIO	FBR 1	
RSO	AA	

Injuries Reported FY 15: **22**

Garrison	ATEC	Tenants
8	7	7
DES	CG	CCM
DES-F 1	IM 2	CPAC
DES-L 1	MT 1	McAfee
DPW 4	RO 2	MICC
EEO	SE	TMDE 2
GRM	SV	TRAC
HR	SO	LRC 5
MWR	RM 1	
PAIO	FBR 1	
RSO 1		





BREAKOUT BY COMMAND

FY 14 vs. FY 15

Injuries Reported FY 14: **47**

Garrison	ATEC	Tenants
20	10	17
DES 1	CG 1	CCM
DES-F 6	IM 3	CPAC
DES-L 8	MT	McAfee 1
DPW 4	RO 4	MICC 1
EEO	SE	TMDE 1
GRM	SV 1	TRAC
HR 1	SO	LRC 14
MWR	RM	
	FBR	
PAIO	1	

Injuries Reported FY 15: **49**

Garrison	ATEC	Tenants
21	13	15
DES	CG	CCM 1
DES-F 5	IM 5	CPAC
DES-L 7	MT 1	McAfee
DPW 7	RO 4	MICC
EEO	SE	TMDE 3
GRM	SV	TRAC
HR	SO	LRC 11
MWR	RM 1	
	FBR 2	
PAIO		





WORKERS' COMPENSATION

Nature of Injury/Occupational Disease
FY 15

<u>Nature of Injury</u>	<u># Claimed</u>
Fracture	3
Laceration	2
Minor contusions, bruise or abrasions	9
Pain	7
Sprain/Strain (non-back)	14
Sprain/Strain (back)	3
Misc (numbness in legs, Achilles)	9
<u>Occupational Disease</u>	<u># Claimed</u>
Anxiety	2





WORKER'S COMPENSATION

Continuation of Pay (COP)

FY 14 vs. FY 15

FY 14

Number of Employees: 6

Number of Workdays: 58

Cost: \$8,795

FY 15

Number of Employees: 7

Number of Workdays: 93

Cost: \$14,766

	Garrison	ATEC	Tenants
Number of Employees	3	2	1
Number of Workdays	26	14	18
Cost	\$4,228	\$2,962	\$1,605

	Garrison	ATEC	Tenants
Number of Employees	4	2	1
Number of Workdays	76	14	3
Cost	\$12,929	1,519	\$318





WORKER'S COMPENSATION

Leave Without Pay (LWOP)

FY 14 vs. FY 15

FY 14

Number of Employees: 2

Number of Workdays: 288

Cost: \$59,445

	Garrison	ATEC	Tenants
Number of Employees	0	1	1
Number of Workdays	0	260	28
Cost	0	\$56,198	\$3,247

FY 15

Number of Employees: 6

Number of Workdays: 515

Cost: \$79,994

	Garrison	ATEC	Tenants
Number of Employees	2	2	2
Number of Workdays	76	410	29
Cost	\$8,576	\$66,781	\$4,637





Chargeback Update

CBY 15

Costs	4 th Qtr. 2014	4 th Qtr. 2015
Compensation (non-medical exp, i.e. lost time)	\$1,234,656	\$1,100,532
Medical	\$417,661	\$399,249
Total	\$1,652,317	\$1,499,781





Next SOHAC- 14 April
2016.





COMMENTS ?

